

Organizational factors affecting employee innovative behavior

Kabasheva I., Rudaleva I., Bulnina I., Askhatova L.
Kazan Federal University, 420008, Kremlevskaya 18, Kazan, Russia

Abstract

© 2015, MCSER-Mediterranean Center of Social and Educational Research. The research analyzed employers innovative behavior of the organization and importance of influencing factors on it. As research methods were chosen method of structured interrogation, the method of pairwise comparisons, expert evaluation and correlation and regression analysis. The research results were gender difference in innovative employer behavior: more favorable innovation perception in woman - 57%, in men - 43%, the majority of an active reformers (willing, able to work and active), found among female workers - 65%, 50% among male. The research results confirm necessities of the system formation of material and moral stimulation of the staff to take part in creation and realization of the innovation. For the company's management innovative oriented enterprise is recommended on the selection stage and hiring identify staff with appropriate type «active reformer» and «passive reformer».

<http://dx.doi.org/10.5901/mjss.2015.v6n1s3p435>

Keywords

Factors of innovative behavior, Innovations, Innovative behavior, Innovative readiness, Model, Organization, Staff